

| TITLE: Disability Inclusion Policy | | | |
|---|-----------------------|--------------------|--------------------|
| APPROVED BY: | Board | | |
| POLICY OWNER: | Chief Private Funding | POLICY DELEGATE: | Disability Advisor |
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THE DISABILITY INCLUSION POLICY MEANS PROTECTING, PROMOTING AND UPHOLDING HUMAN RIGHTS

Purpose

World Vision Australia’s (WVA) *Disability Inclusion Policy* provides guidance and framework on WVA’s commitment to protect, promote and uphold the human rights and fundamental freedoms of people with disability in accordance with World Vision International (WVI) Global Strategy to reach the most vulnerable child (*Our Promise 2030, Our Promise Phase Two: Going Further than Imagined*)¹; World Vision’s *2022 Commitment to Children with Disabilities*; international law including the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD)²; and domestic law in Australia including the Disability Discrimination Act 1992³. WVA’s *Disability Inclusion Policy* demonstrates this commitment and articulates how inclusion will be prioritised and operationalised across domestic and international programs, in initiatives that WVA supports, and in our workplace. WVA commits to ensuring all people, including people with disability, are equally able to access information and to decide to be a WVA supporter.

Scope

Who - The policy applies to any person who is employed by or who represents WVA. This includes all employees (engaged in any capacity – permanent, temporary, full time, part time, casual), students, secondees, volunteers, contractors, agency employees and our Board Members.

Where - When and where this policy applies extends to any location that is our workplace at any time we are representing WVA. This can include but is not limited to:

- at an office or other premises including WVI/government/donor/supporter locations;
- when working from home or remotely; and
- at locations within Australia or elsewhere in the world.

In summary, this policy applies in any workplace, location, or situation in which you are performing work, representing World Vision or you are there because of your employment or engagement with WVA.

¹ Our Promise 2030, <https://www.wvi.org/our-promise>, Our Promise Phase Two, https://www.wvi.org/sites/default/files/2019-10/WV-2018-Partnership-Update_FINAL%20270919.pdf, and World Vision’s 2022 Commitment to Children with Disabilities, https://www.wvi.org/sites/default/files/2022-02/World_Vision%E2%80%99s%20_commitment_to_children_with_disabilityV5.pdf

² <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html>

³ https://www.legislation.gov.au/Details/C20_18C00125

The Policy

WVA is committed through this policy to supporting WVI's 2004 Triennial Council resolution integrating disability into existing policies, the International Convention on the Rights of Persons with Disabilities, the Australian Human Rights Act, and the Victorian Charter on Human Rights. WVA is committed to supporting the intentional inclusion of, and the full, equitable and meaningful participation of people with disability in our organisation, in the programs and initiatives we support, and WVA supporters.

As part of the World Vision (WV) Partnership, we join with all WV offices' vision of "life in all its fullness for every child". Building on the foundations developed at WVI in *Our Promise Phase Two* and in alignment to WVI Policy and Guidance, WVA is committed to including children with disabilities, as they are more likely than those without disabilities to be among the most vulnerable children in the world. We believe that any aspiration or outcome we have for the wellbeing of children is for all children, including those with disability.

As a Christian organisation, inclusion, and equity for people with disability is central to our Christian witness. WV's core values affirm God's love for all people without discrimination and commit us to act in ways that respect the dignity, uniqueness, and intrinsic worth of every person through all our offices and programming activities.

- i. WVA is committed to and fully supports disability inclusion in all operational areas of the organisation as expressed by the WVI *Strategic Guidance for Disability Inclusion* (2014)⁴ and the WVI *Partnership Management Policy on Gender Equality and Social Inclusion* (2021)⁵.
- ii. WVA endorses the UN Convention on the Rights of Persons with Disabilities. We recognise that all adults and children, including those with disabilities, have the same and equal rights and value. Consistent with the spirit of the internationally recognised maxim 'Nothing About Us Without Us', we believe that the views, concerns, experiences, and contributions of people with disability should be taken into consideration in all matters, particularly those matters that directly or indirectly involve them or are of their concern.
- iii. WVA also understands that the most significant cause of barriers to people with disability are attitudinal, environmental, and institutional (including stigma and discrimination) rather than individual impairment.
- iv. WVA promotes a twin track approach to disability inclusion in programming to ensure people with disability are equally able to participate in and benefit from our development programs. We recognise that a twin track approach supports awareness, active participation, empowerment, and comprehensive accessibility (attitudes, communication, accessibility, and participation) as core principles of a rights-based approach to disability-inclusive development.
- v. WVA recognises that people with disability experience multiple and intersecting forms of discrimination such as those associated with gender-related discrimination. WVA adopts an intersectional approach that promotes gender equality and disability inclusion with the same intentional effort.
- vi. In recognising that the rights of people with disability can be hindered by attitudinal, institutional, or environmental barriers that exist in society, we support twin track programs and initiatives that empower all community members, particularly those with disability, and transform negative social norms and practices. We advocate partnership with organisations, in particular Organisations of People with Disabilities (OPDs), and relevant authorities to raise awareness about the needs and capabilities of people with disability and work together to remove barriers and obstacles to their full, equal, equitable and meaningful participation, empowerment and benefit from humanitarian assistance and development programmes.

To implement this policy, WVA commits to:

- i. Ensuring an inclusive, accessible, and safe work environment for all employees, volunteers, and collaborators. Intentional efforts will be made to provide reasonable accommodations to ensure workplace accessibility and equal opportunity to our premises, equipment, or facilities, and perform the requirements of the assigned job or task.

⁴ [https://wvi365.sharepoint.com/sites/Community-Disability/Shared%20Documents/Guidelines,%20Policies%20and%20Manuals%20\(WV\)/Disability%20CoP%20Strategic%20Guidance%20for%20Disability%20Inclusion.pdf](https://wvi365.sharepoint.com/sites/Community-Disability/Shared%20Documents/Guidelines,%20Policies%20and%20Manuals%20(WV)/Disability%20CoP%20Strategic%20Guidance%20for%20Disability%20Inclusion.pdf)

⁵ https://wvi365.sharepoint.com/sites/Community-GESI/Documents_26/GESI_Partnership_Management_Policy_English.pdf

- ii. Ensuring an environment for employees, volunteers or employment applicants that is free from discrimination in relation to all forms of employment, including conditions of recruitment, hiring and employment, continuance of employment, career advancement and safe and healthy working conditions.
- iii. Addressing, analysing, and removing barriers to disability inclusion and provide comprehensive accessibility in all programs using the most vulnerable lens and applying twin track approach to inclusion.
- iv. Promoting full, equitable and meaningful participation of people with disability in the design, implementation, monitoring and evaluation of programs and projects, to help ensure equitable benefits to people with disability.
- v. Including people with disability and their representative organisations, OPDs, at the core of programming with full, equal, and meaningful participation through the design, implementation, monitoring and evaluation of programs and projects.
- vi. Engaging and partner with representative community-based national and international OPDs to promoting disability awareness and empowerment, and to advocate for the rights of people with disability.
- vii. Promoting proportional representation of community members with disability in surveys and research, including promoting the disaggregation of data and/or situations into component parts, specifically for the population of community members with disability, to enable WV programs to address barriers to access rights and services.
- viii. Conducting a self-assessment every three to four years⁶ to evaluate the fulfilment of our disability inclusion commitment and to develop, implement and review the standards, guidelines and practices that support this policy.

Alignment to Partnership Policy

In 2004, WVI embarked on a journey towards inclusive programming. WVI's Triennial Council Resolution recognised disability as a cross-cutting issue and recommended that WV integrates disability awareness into existing policies. Disability inclusion was therefore mandated as a Cross Cutting Theme in all projects funded by WVA and has been included in programming templates since that time. Building upon the 2009 *Partnership Policy on the Wellbeing of Children* and related guidance, in 2021 WVI developed an updated *Programming Guidance for the Inclusion of Children & Adults with Disabilities*.⁷ This supports all offices in their implementation of WV's commitment to the intentional inclusion of, and the full, equal, and meaningful participation of people with disability in society and in all World Vision's programmes and projects.

From 2021-25, the WVI Partnership has committed to address gender inequalities and social exclusion, alongside climate change, as a critical step towards protecting children. This commitment is supported by the WVI 2021 *Partnership Management Policy on Gender Equality and Social Inclusion (GESI)*,⁸ which details policy requirements across all global programming, advocacy, communications, marketing, fundraising and institutional practices. In February 2022 WVA adopted its *WVA Policy on Gender Equality and Social Inclusion*⁹ which included an addendum to the *WVI Partnership Management Policy on GESI* outlining specific additional WVA requirements in relation to this topic. WVA also developed the *Gender Equality and Disability Inclusion Minimum Standards and Advice (2022)*¹⁰ which outlines eight minimum standards to be used in all WVA project designs.

⁶ Section 3.1.1 GESI Self Assessments, Gender Equality and Social Inclusion Management Guidelines (2022) p.4.

⁷ [https://wvi365.sharepoint.com/sites/Community-GESI/Documents 26/GESI Policy Implementation Guidelines.pdf](https://wvi365.sharepoint.com/sites/Community-GESI/Documents%2026/GESI_Policy_Implementation_Guidelines.pdf)

⁷ <https://wvi365.sharepoint.com/sites/ChildSponsorship-Townhall/Shared%20Documents/Guidance%20for%20Disability%20Inclusion%20in%20WV%20Programs%20January%202021.pdf>

⁸ [https://wvi365.sharepoint.com/sites/Community-GESI/Documents 26/GESI Partnership Management Policy English.pdf](https://wvi365.sharepoint.com/sites/Community-GESI/Documents%2026/GESI_Partnership_Management_Policy_English.pdf)

⁹ <https://wvaus.sharepoint.com/hub/Policies/Shared Documents/Forms/AllItems.aspx?id=%2Fhub%2FPolicies%2FShared%20Documents%2FGender%20Equality%20%26%20Social%20Inclusion%20Policy%2Epdf&parent=%2Fhub%2FPolicies%2FShared%20Documents>

¹⁰ [https://wvi365.sharepoint.com/sites/Grants/Documents/WVA Standards Gender Equality and Disability Inclusion.pdf](https://wvi365.sharepoint.com/sites/Grants/Documents/WVA_Standards_Gender_Equality_and_Disability_Inclusion.pdf)

Policy Breaches

WVA is committed to acting quickly and appropriately to address any breaches of this policy. Employees in breach of this policy may be subject to WVA's disciplinary process and procedures.

Reporting a breach – WVA has obligations arising from the matters covered in this policy to report both internally and in some cases externally in relation to a breach of this policy. Failing to do so can have serious implications for WVA in relation to our ability to operate as a business and as a charity. To comply with this, breaches must be reported using the following the following process:

- Raising any concerns with your immediate or any other Manager/Chief within WVA.
- Escalate as appropriate to Policy Delegate (Disability Advisor) and/or Policy Owner (Chief Private Funding).
- Via WVA's *Protected Disclosure (Whistle blower) Policy* procedures including via the nominated independent, confidential external service (refer to WVA Hub for this policy)

Responsibility for the Policy

| | Implementing and complying with the Policy | Amending the Policy | Responding to and dealing with incidents (including non-compliance) |
|-----------|--|--|---|
| Recommend | WVA Disability Inclusion Working Group | Anyone | Anyone |
| Consult | WVA BRIDGE Committee Disability Advisor | Chief of Private Funding Disability Advisor | Chief of Private Funding |
| Decide | Chief of Private Funding | Chief of Private Funding | Chief of Private Funding |
| Perform | Chief of Private Funding WVA BRIDGE Committee WVA Disability Inclusion Working Group | Chief of Private Funding | Chief of Private Funding |

Policy Definitions

| Item | Definition |
|--------------------------------|---|
| People/ person with disability | those who have long-term physical, psychological, intellectual, neurological, and sensory impairments which in interaction with various barriers, including environmental, institutional, and environmental barriers, may hinder their full and effective participation in society on an equal basis with others. |
| Reasonable accommodation | means necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disability the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms. |
| Accessibility | appropriate measures to ensure people with disability have access, on an equal basis with others, to the physical environment, to transportation, to information and communications, including information and communications technologies and systems, and to other facilities and services open or provided to the public, including other employees. |
| Discrimination | means any distinction, exclusion, or restriction on the basis of disability or other intersecting identities which has the purpose or effect of impairing or nullifying the recognition, enjoyment, or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. It includes all forms of discrimination, including denial of reasonable accommodation. |

Policy Revision History

| Revision Date | Summary description of revision | Section(s) Changed |
|----------------------|--|--|
| April 2017 | Drafting of WVA policy, in alignment with existing WVI Disability Inclusion policy | New draft |
| March 2019 | Review of existing policy | Revised policy to be more nuanced, accurate and intentional |
| October 2020 | Review of existing policy | Strengthen commitment to UNCRDP and SDGs, language, and intentionality |
| October 2022 | Review of existing policy | Alignment with new WVI policies and commitments, and WVA GESI Policy and related guidance. Language updates in line with World Health Organisation and DFAT. |

Appendix A – Supporting Information to the *Disability Inclusion Policy*

In addition to the information contained in this policy there are several external references and internal policies, procedures and resources that can be used or referenced in conjunction with this policy. These documents include (but are not limited to):

Key Reference Documents

- [WVI Partnership Management Policy on Gender Equality and Social Inclusion \(2021\)](#).
- [WVI 2022 Commitment to Children with Disabilities](#)
- [WVI Transformational Development Policy](#) (which includes disability) revised November 2017.
- [WVA Policy on Gender Equality and Social Inclusion](#) (2021).
- [WVI Programming Guidance for the Inclusion of Children & Adults with Disabilities \(2021\)](#)
- Disability Inclusion CoP [Strategic Guidance for Disability Inclusion](#), January 2014.
- [United Nations Convention on the Rights of Persons with Disabilities](#).
- Australian Department of Foreign Affairs [Guidance Note: Disability Inclusion in the DFAT Development Program \(2021\)](#).

Tools related to the Policy

- [WVA Gender Equality and Disability Inclusion Minimum Standards and Advice](#) (2022), which includes links to additional external and Australian Government resources.
- WVA GEDSI Action Plan and Guidance and Tool (2022)
- WVA GEDSI Formative Assessment Guidance (2022)
- [WVA ANCP Guidelines](#) (including disability inclusion guidance notes, templates, and checklists)
- [Traveling Together: Disability Inclusion Training Manual](#).
- [Washington Group Questions](#) (WGQs) targeted questions on individual functioning intended to provide a quick and low-cost way to collect data in surveys, which allows disaggregation by disability status.

| Standard or Industry Reference | Summary of what these cover |
|--|---|
| United Nations Convention on the Rights of Persons with Disabilities | <p>The Convention on the Rights of Persons with Disabilities and its Optional Protocol (A/RES/61/106) was adopted on 13 December 2006 at the United Nations Headquarters in New York, and was opened for signature on 30 March 2007. The Convention entered into force on 3 May 2008.</p> <p>The Convention follows decades of work by the United Nations to change attitudes and approaches to persons with disabilities. It takes to a new height the movement from viewing persons with disabilities as “objects” of charity, medical treatment, and social protection towards viewing persons with disabilities as “subjects” with rights, who are capable of claiming those rights and making decisions for their lives based on their free and informed consent as well as being active members of society.</p> |

| Policy or Area | Examples of what these cover |
|---|---|
| <i>WVA Policy on Gender Equality and Social Inclusion</i> | The purpose of this policy is to guide World Vision (WV) entities and employees to fulfill WV’s commitment to Gender Equality and Social Inclusion (GESI) in our ministry, fully integrating GESI in programming, advocacy, communications, marketing, fundraising and institutional practices. |